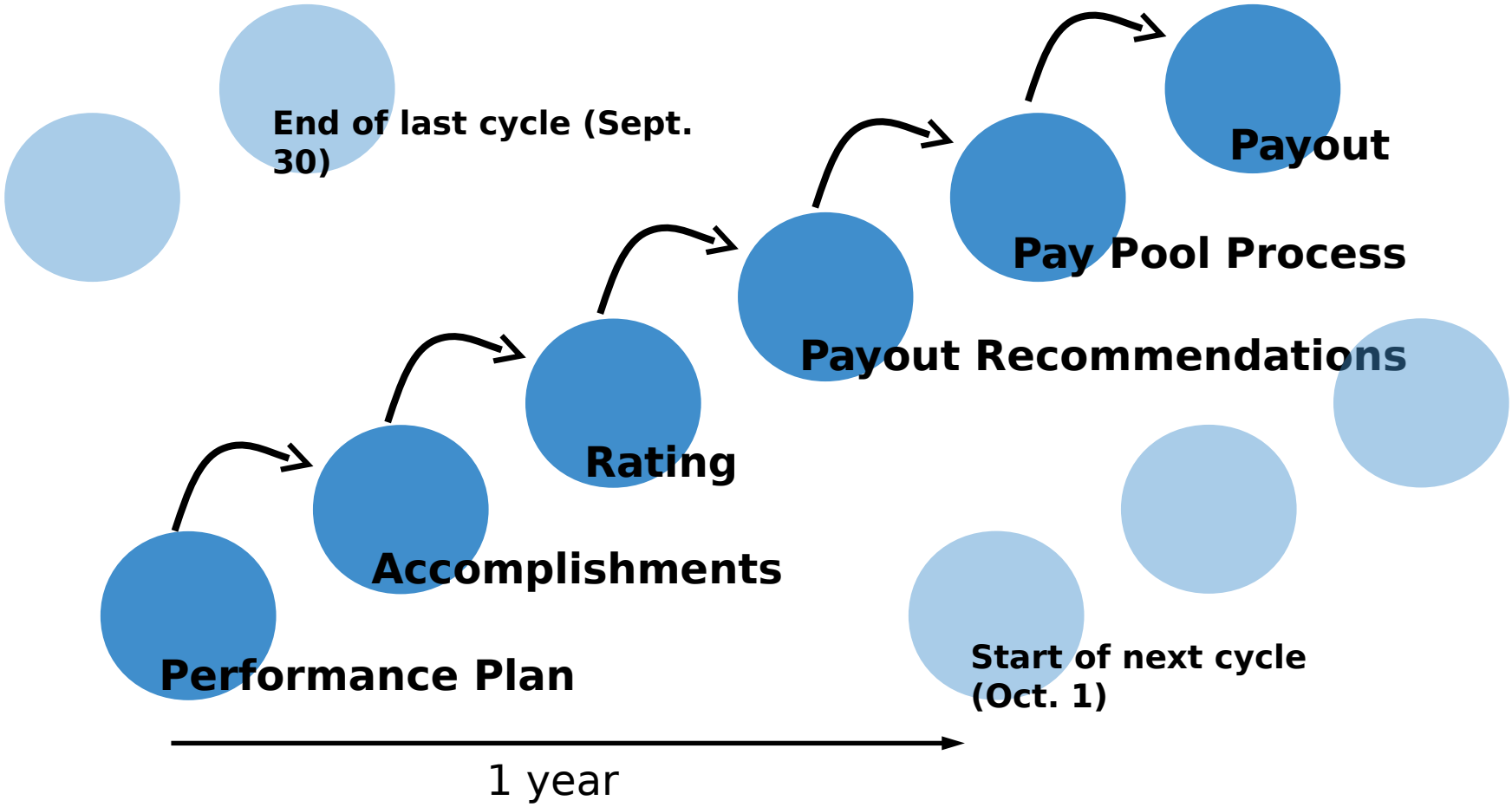
Lesson 3

NSPS at a Glance

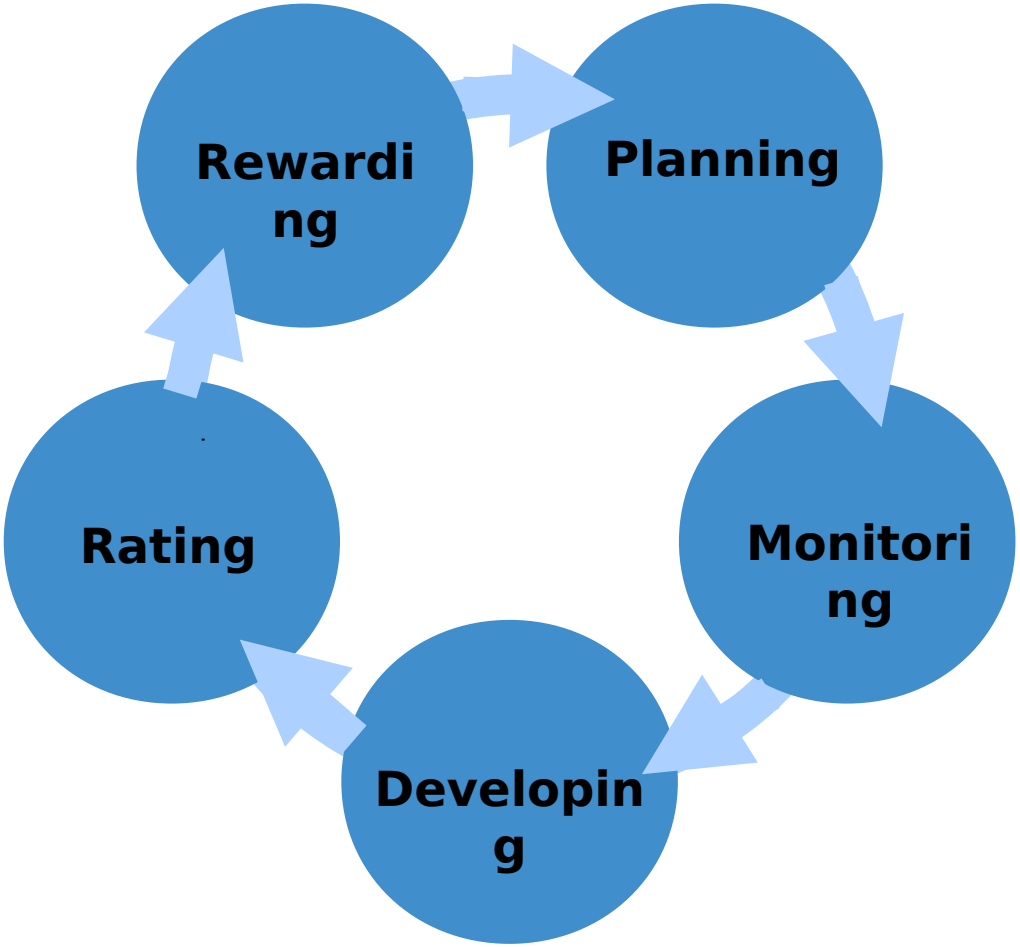
Lesson Objectives

After completing this lesson you will be able to:

- Explain the NSPS pay-for-performance concepts.
- List the different stages in the performance management cycle.
- Identify components of the NSPS performance management system.

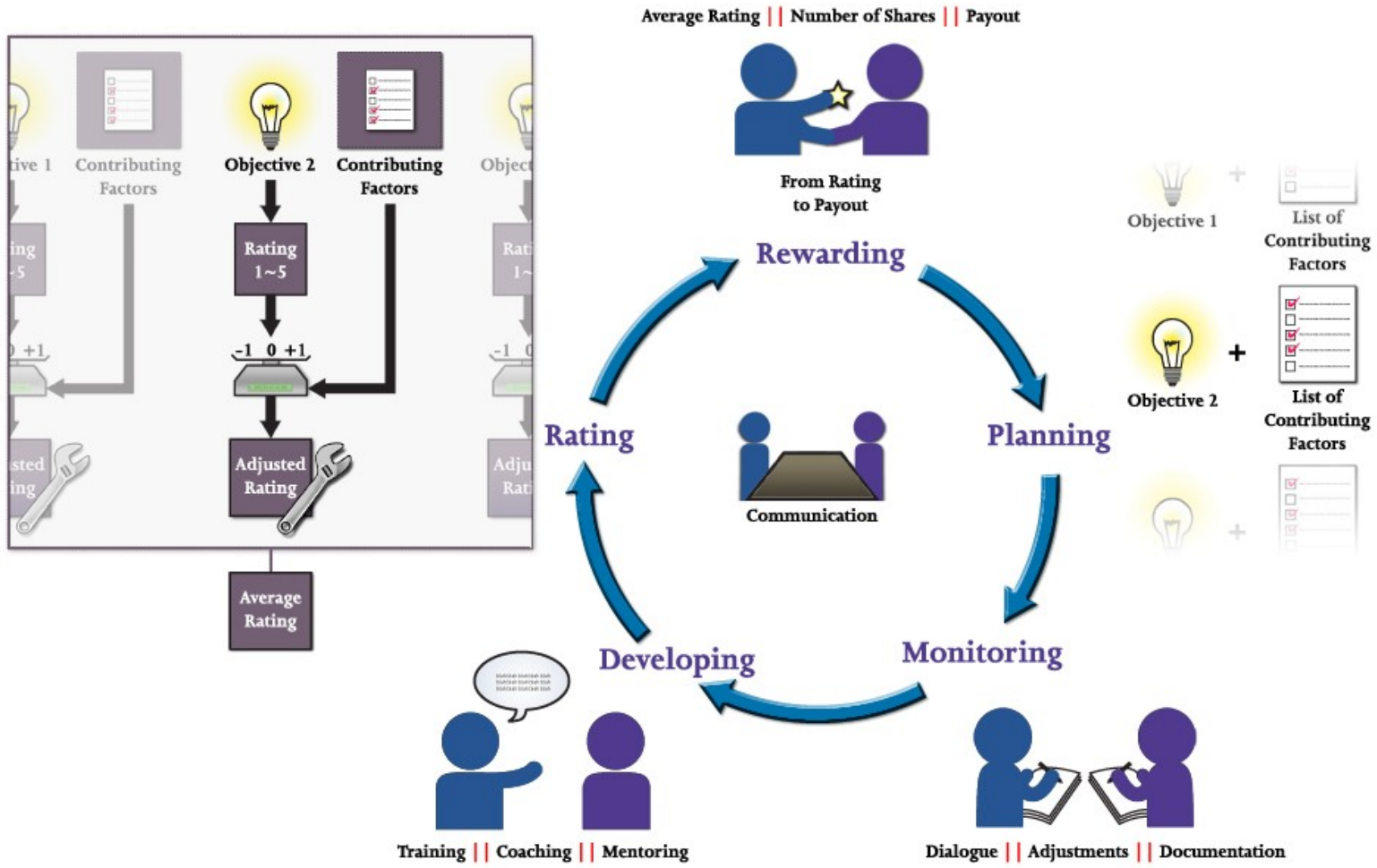

End of last cycle (Sept. 30)
Performance Plan
Accomplishments
Rating
Payout Recommendations
Pay Pool Process
Payout
Start of next cycle (Oct. 1)
1 year

Performance Management Cycle



Group Activity

Review


Contributing Factors
Objective 2
Contributing Factors
Rating 1~5
-1 0 +1
Adjusted Rating
Average Rating
Average Rating || Number of Shares || Payout
From Rating to Payout
Rewarding
Planning
Monitoring
Developing
Rating
Communication
Objective 1
List of Contributing Factors
Objective 2
List of Contributing Factors
Training || Coaching || Mentoring
Dialogue || Adjustments || Documentation

In Review

- Performance management drives performance in the organization.
- A salary-appropriate performance plan establishes and communicates expectations.
- Performance management is the ongoing responsibility of both the manager/supervisor and the employee.
- Pay-for-performance is an integral part of NSPS performance management.
- Good performance will be rewarded.